PRESENTATION OF THE
MANITOBA ADVISORY COUNCIL
ON THE STATUS OF WOMEN

TO

THE ROYAL COMMISSION ON THE ECONOMIC UNION
AND DEVELOPMENT PROSPECTS FOR CANADA

NOVEMBER, 1983

WINNIPEG, MANITOBA

FOREWORD

The mandate of the Manitoba Advisory Council on the Status of Women, is to advise provincial government on matters concerning the status of women. Our goal is to bring about equality of treatment and opportunity for women and men in the province, and this goal is the stimulus which impels us to present our brief to the Commission. The rights of men to economic independence and security have long been acknowledged; this is not so for women. Our presentation to you is part of our commitment to accomplishing our goal.

As we prepared to submit our opinions and recommendations, we were acutely aware of the necessity of approaching this task creatively and positively. The data and statistics to substantiate our claims are very readily available, so we have not overly focused on them. Rather, we wish to present Commissioners with an idea of the situation here in Manitoba and with some of the ideas of Manitoba women.

We believe we have avoided the pitfall addressed by the Chairperson at the Commission's inaugural hearings - looking for scapegoats. We have a special sympathy for that particular beast, loaded down with awful burdens and left out in the wilderness.

As we look forward with the Commission to the 21st century, we can firmly declare our commitment to equalizing the status of women is clear and enthusiastic. We hope this is a clarity and enthusiasm which you share.

Roberta Ellis

Roberta Ellis
Chairperson
Manitoba Advisory Council on
the Status of Women

CONTENTS

1. RECOMMENDATIONS:

   a) Some general concerns regarding the full participation of women in Canada's economic growth and political processes. (Recommendations I to V) — Page 2

   b) The Young Woman (Recommendations VI to VIII) — Page 5

   c) The Woman in the Labour Force (Recommendations IX to XIII) — Page 6

   d) The Immigrant Woman (Recommendations XIV to XXIII) — Page 7

   e) The Homemaker and the Older Woman (Recommendations XXIV to XXXI) — Page 9

   f) The Single Parent (Recommendations XXXII to XXXVI) — Page 12

2. EVIDENCE:

   a) The Young Woman — Page 13

   b) The Woman in the Labour Force — Page 15

   c) The Immigrant Woman — Page 19

   d) The Homemaker — Page 22

   e) The Older Woman — Page 24

   f) The Single Parent — Page 26

3. THE ROYAL COMMISSION ON THE STATUS OF WOMEN:

   a) A Manitoba perspective on certain recommendations of the Royal Commission on the Status of Women — Page 28

   b) Appendix A: Women's Bureau Report Concerning the Implementation of Certain Recommendations from the Royal Commission Report on the Status of Women (1970) in the Province of Manitoba (83 05 04) — A1 - A20

1. RECOMMENDATIONS

1. RECOMMENDATIONS

a) Some general concerns regarding the full participation of women in Canada's economic growth and political processes.

This Commission asks some very interesting questions:

"How do our economic and political systems interact?"

"What are the economic consequences of the way we make political decisions?"

The Manitoba Advisory Council on the Status of Women suggests to you that the generally low economic and political status of women is disastrous for us, certainly, but it is equally tragic for this country.

If the earnings gap between males and females were to narrow and women matched the earnings of males dollar for dollar, this would not mean that men would have to settle for less. It is time to lay to rest the notion that 'more' for women means 'less' for men. In terms of this Commission's mandate, we would suggest that 'more' for women means 'better' for Canada.

We agree with the Economic Council of Canada in its latest review:

"Economic parity with men will obviously not be achieved overnight...The introduction of new technology, if it were accompanied by appropriate adjustments of skills, could be a vehicle for further improvements, or it could erect barriers in the form of dead-end or part-time work, or job dislocations, in traditionally female-dominated occupations. In short, while some advances have been made to correct the disadvantages encountered by women in the labour market, there persists an underutilization of talent and resources that, while it affects women the most, penalizes all Canadians."

From our perspective, it appears that our economic and political systems interact very ineffectively to ameliorate the situation described by the Economic Council - in fact very often they interact to our detriment.

RECOMMENDATION I

WE RECOMMEND THAT IN ITS REPORT TO THE FEDERAL GOVERNMENT, THIS COMMISSION EMPHASIZE MOST STRONGLY THAT WHAT IS NEEDED FROM OUR FEDERAL LEGISLATORS IS AN UNEQUIVOCAL COMMITMENT TO EQUALIZING THE ECONOMIC AND POLITICAL STATUS OF WOMEN.

RECOMMENDATION II

WE RECOMMEND THAT COMMISSIONERS TAKE FULL ADVANTAGE OF THEIR TERMS OF REFERENCE AND IMMEDIATELY APPOINT AN ADVISORY BODY TO ASSIST THEM IN AN EXAMINATION OF THE ROLE OF WOMEN IN THE ECONOMIC UNION AND DEVELOPMENT PROSPECTS OF CANADA.

With reference to Recommendation II, we are less concerned that appointees be 'prominent' Canadians, than that they be Canadians informed as to the issues and possessing the necessary ability to come up with good ideas

and creative strategies. If the Commission has any problems locating such people, we would suggest makeing use of Advisory Councils across the Country for referrals. It is our opinion that these first two recommendations would indicate that the concerns of women's organizations are being addressed.

RECOMMENDATION III

In our total presentation, we have tried to consider some generalities as well as specifics. We have a concern that there exists a group of people who, for whatever reasons, are at the bottom of the economic scale. Women predominate in this group. Those at the bottom of the scale today may find themselves off the scale in the future.

WE THEREFORE RECOMMEND THAT THIS COMMISSION SUPPORT THE CONCEPT OF 'GUARANTEED INCOME' FOR THOSE IN THIS CATEGORY, AND THAT CONCERN FOR SUCH INDIVIDUALS AND THEIR RIGHT TO A DIGNIFIED HUMAN EXISTENCE BE ACKNOWLEDGED AND ADDRESSED.

Commissioners will see as they progress through this presentation, that the sections which focus on some of the concerns of particular groupings of women have corresponding recommendations/solutions for the future. We recognize that much of this will take time - although it needn't take as long as it seems to be taking in our opinion. There is, however, one area where we believe there must be immediate action and this concerns the procedures of this Commission.

We are here: we have pooled resources; squeezed in meetings; begged, borrowed and generally acquired material to substantiate our presentation; burned the midnight oil.

We do this gladly because of our commitment to improving the status of women, but please believe that we are not shirking responsibility when we tell you that women's organizations generally, are without the kind of funding or resources to allow us to make presentations of this nature without great strain on the existing organization and its resources.

RECOMMENDATION IV

This being so, we recommend that:

A) COMMISSIONS OF THIS KIND HAVE DECENTRALIZED STAFF IN ORDER THAT THOSE CANADIANS OUTSIDE THE OTTAWA REGION BE BETTER ABLE TO USE THIS RESOURCE IN PREPARATION FOR PRESENTING TO THE COMMISSION.

B) COMMISSIONS OF THIS KIND BE PROVIDED WITH FUNDING AND EMPOWERED TO ALLOCATE SUCH FUNDING TO GROUPS WISHING TO MAKE PRESENTATIONS FOR THE PURPOSE OF INDEPENDENT RESEARCH, AND COLLECTION AND COLLATION OF MATERIAL.

RECOMMENDATION V

This Commission, as we have said, poses a number of interesting questions:

> "What political means can we develop to navigate us through the uncertainties of the future?"

More female hands on the tiller. While the hand that rocks the cradle has been said to rule the world, we find little substantial evidence of this in the House of Commons. Obviously, the solution to the disproportionate representation of women in the House lies beyond the capacities of this Commission - until political parties themselves practice affirmative action, changes will continue to be slow.

But the Senate is another matter. Whether or not the appointment system continues remains to be seen, but for as long as it does:

A) WE RECOMMEND THAT THIS COMMISSION IN ITS FINAL REPORT, ADVISE THE FEDERAL GOVERNMENT THAT THERE BE NO FURTHER MALE APPOINTMENTS TO THE SENATE UNTIL FIFTY PERCENT OF SENATORS ARE FEMALE.

This Commission calls for "flexibility, adaptibility, resilience to change"; we look forward to hearing your response to this recommendation.

B) ALSO, WE RECOMMEND THAT IN ITS FINAL REPORT, THIS COMMISSION ADVISE THE FEDERAL GOVERNMENT THAT ALL FEDERALLY APPOINTED COMMISSIONS BE COMPRISED OF EQUAL PROPORTIONS OF MEN AND WOMEN.

One final point concerns the process of the Commission's hearings.

Seven Provincial Advisory Councils, ourselves included, and the Canadian Advisory Council, have communicated to you our concern that the Commission has not included in its terms of reference, the wherewithal to give due consideration to the needs, interests, and special interests of the largest disadvantaged and underutilized group in our society. We cannot emphasize too strongly, our conviction that it is imperative that Commissioners act on our first and second recommendations.

1. b) The Young Woman

Young women in Canada today face crucial decisons regarding their economic security for the future. They will work for the same reasons as men: economic security and personal fulfillment, but if trends persist, they will earn much less than men.

RECOMMENDATION VI

STUDIES NEED TO BE DONE IN THE ORGANIZATION OF THE HIGH SCHOOL, FORMS OF VOCATIONAL TRAINING OF COMMUNITY COLLEGES AND UNIVERSITIES, POINTING OUT THE WAYS IN WHICH GENDER DIFFERENTIATION IS ORGANIZED.

RECOMMENDATION VII

PRESSURE SHOULD BE PUT ON PROVINCIAL DEPARTMENTS OF EDUCATION TO PROVIDE INFORMATION - BROKEN DOWN BY SEX, AND TO ANALYZE AND REPORT IT IN SUCH A WAY THAT IT CAN BE USED BY RESEARCHERS AS WELL AS BY THE GENERAL PUBLIC.

RECOMMENDATION VIII

PRESSURE SHOULD BE PUT ON TEACHER TRAINING INSTITUTIONS, UNIVERSITIES, DEPARTMENTS OF EDUCATION AND TEACHER SOCIETIES TO ENSURE THAT STUDENTS AND CERTIFIED TEACHERS ARE MADE AWARE OF SEX-ROLE STEREOTYPING, AND ENCOURAGED TO EFFECT CHANGE.

1. c) The Woman in the Labour Force

RECOMMENDATION IX

RECOMMEND AFFIRMATIVE ACTION AND THE ESTABLISHMENT OF QUOTA SYSTEMS. AREAS WHERE WOMEN ARE UNDER-REPRESENTED SHOULD BE TARGETED. I.E. ADMINISTRATIVE POSITIONS IN EDUCATION.

RECOMMENDATION X

Women need protection from the negative consequences of maternity.

A) WE RECOMMEND EXTENDED PARENTAL LEAVE (THIS COULD INCLUDE MEN ALSO) WITH NO SUBSEQUENT LOSS OF ACCRUED SENIORITY, PENSION, OR OTHER BENEFITS).

B) Because of child-raising duties, many women choose to work part-time. Part-time workers are the most vulnerable in the market place, with very little protection regarding tenure, seniority, benefits, etc. They are generally the first to be released in times of economic difficulty.

WE THEREFORE RECOMMEND THAT PART-TIME WORKERS SHOULD HAVE THE SAME PROTECTION AND RIGHTS AS FULL-TIME WORKERS.

"We do not ask to be paid for bringing children into the world. We only ask that maternity not bring us more economic prejudice than paternity brings the men."[10]

Women must not be penalized for taking time to attend to a task which society values so highly.

RECOMMENDATION XI

GRIEVANCE FUNDS TO REDRESS IMBALANCES REGARDING SALARIES HOULD BE TIED INTO COLLECTIVE BARGAINING AGREEMENTS.

When the University of Manitoba Faculty Association was established, an Inequities Fund was set up on behalf of women; unfortunately, the sum was only $25,000 and it was soon used up. Because of present financial restraints, this was not in the last agreement - another indication of the vulnerability of women.

RECOMMENDATION XII

MORE GOVERNMENT ASSISTANCE IS NEEDED FOR HIGH QUALITY DAY-CARE CENTRES.

RECOMMENDATION XIII

INDUSTRY AND BUSINESS SHOULD BE ENCOURAGED TO GIVE EQUAL CONSIDERATION TO SKILL-DEVELOPMENT AND EDUCATIONAL LEAVE FOR WOMEN AS FOR MEN.

1. d) The Immigrant Woman

She faces a barrage of difficulties compounded by language difficulties and very different cultural and familial expectations. The immigrant woman is not enabled to achieve her potential. She suffers: Canada suffers.

Based on the workshops of the First Manitoba Conference for Immigrant Women:

RECOMMENDATION XIV

EDUCATION: ENGLISH/FRENCH LANGUAGE PROFICIENCY IS ESSENTIAL TO FULL PARTICIPATION IN OUR SOCIETY, THEREFORE IT MUST BE A PRIORITY CONCERN.

RECOMMENDATION XV

PROVISION MUST BE MADE THAT ADULT IMMIGRANTS NOT IN REGULAR ATTENDANCE AT SCHOOL RECEIVE 6 MONTHS - 1 YEAR OF GOVERNMENT SPONSORED INSTRUCTION. THIS INSTRUCTION SHOULD INCLUDE AN ORIENTATION TO CANADIAN CULTURE, INVOLVING ESTABLISHED ETHNIC COMMUNITIES IN THE PROCESS, AND JOB ORIENTATION IN CLOSE CO-OPERATION WITH PROFESSIONAL ORGANIZATIONS.

RECOMMENDATION XVI

GOVERNMENT INITIATED, PROFESSIONALLY TAUGHT ESL/FSL PROGRAMMES IN THE WORKPLACE ARE CRUCIAL.

RECOMMENDATION XVII

THE NEED FOR SPECIAL PROGRAMMES MUST BE ADDRESSED, ENCOMPASSING:

- IMMIGRANT WOMEN IN THE HOME
- THOSE NOT READY FOR MORE TRADITIONAL CLASSROOM PROGRAMMES
- HOMEBOUND PEOPLE
- THOSE IN REMOTE COMMUNITIES

RECOMMENDATION XVIII

EMPLOYMENT AND TRAINING: There is a need to acquaint immigrant women of rights and obligations in the workplace; of education, training and career opportunities; of employer expectations. An increase in CEIC Counsellors is important so that there is no underestimating of the potential contribution of immigrant women.

WE THEREFORE RECOMMEND:

A) SUBSIDIES FOR ON-THE-JOB TRAINING.
B) REIMBURSEMENT INCENTIVES TO EMPLOYERS TO HIRE WOMEN WITH SKILLS BUT NO CANADIAN EXPERIENCE.
C) PROVISION FOR ASSESSMENT OF EQUIVALENCY.

RECOMMENDATION XIX

ESSENTIAL SERVICES: USE THE HUMAN RESOURCES WHICH ETHNIC COMMUNITIES CAN PROVIDE BY ACTIVELY RECRUITING WORKERS FROM THESE AREAS - ESPECIALLY IN THE SOCIAL WORK FIELD.

RECOMMENDATION XX

THERE IS A DESPERATE NEED FOR SUPPORT SERVICES IN LOCALES WHERE ESL/FSL IS TAUGHT. CHILD CARE SERVICES MUST BE AN INTEGRAL PART OF ESL/FSL PROGRAMMES.

RECOMMENDATION XXI

A COMPREHENSIVE FEDERAL CHILD CARE POLICY COULD ADDRESS MANY OF THE ISSUES - THE NEED FOR DAY AND NIGHT CARE SERVICES; INFANT CARE SERVICE.

RECOMMENDATION XXII

OUTREACH TRANSLATION AND INTERPRETATION SERVICES ARE NEEDED ON A 24 HOUR BASIS IN ALL MAJOR COMMUNITIES.

RECOMMENDATION XXIII

COUNSELLING AND CULTURAL ADAPTATION SERVICES MUST BE MADE AVAILABLE TO IMMIGRANTS. ALL AGENCIES RECEIVING FEDERAL FUNDS COULD BE ASKED TO ASSESS THE NEED FOR SUCH SERVICE AND THEIR ABILITY TO PROVIDE IT.

1. e) The Homemaker and the Older Woman

These roles are linked. In our society, women who have undertaken traditional responsibility for raising a family, and have left the paid labour force to do so, are rewarded with an economic nightmare. The value of the work of the homemaker must be recognized. The lack of economic security for older women is a national disgrace.

Essential Services:

RECOMMENDATION XXIV

A DECENTRALIZED GOVERNMENTAL RESEARCH AGENCY WHICH WILL ALLOW REGIONS GREATER ACCESS TO LOCALIZED SKILLS AND RESOURCES FOR LOCAL RESEARCH PROJECTS.

RECOMMENDATION XXV

MECHANISM TO FACILITATE PUBLIC ACCESS TO INFORMATION RE GOVERNMENT PROGRAMS, EDUCATIONAL INSTITUTIONS, HEALTH SERVICES, ETC.

RECOMMENDATION XXVI

RECOGNIZING THE REALITY OF THE COUNTRY'S LIMITATION OF ECONOMIC RESOURCES, PERHAPS GREATER SELECTIVITY OF THOSE WHO ARE TRULY DISADVANTAGED WITH THE GOAL OF ASSISTING THESE PEOPLE TO MAINTAIN AN EQUITABLE STANDARD OF LIVING. FOR THOSE SELE TED OUT OF THIS SYSTEM, A REDISTRIBUTION OF RESOURCES TO HELP THEM BECOME ADEQUATELY SELF-SUPPORTING.

RECOMMENDATION XXVII

VOCATIONAL COUNSELLING PROGRAM WHICH WILL ASSIST WITH INDIVIDUAL AND/OR GROUP COUNSELLING TO AID WOMEN IN RECOGNIZING POTENTIAL JOB OPPORTUNITIES. THIS MUST BE APART FROM EDUCATIONAL INSTITUTIONS WHICH PRIMARILY COUNSEL RE COURSES AVAILABLE.

RECOMMENDATION XXVIII

AS THE WEAK POINT OF SERVICES AVAILABLE TO THE PUBLIC IS THE DELIVERY OF SUCH SERVICES, CONSIDERATION SHOULD BE GIVEN TO THE DEVELOPMENT OF INNOVATIVE DELIVERY SYSTEMS, WHICH ARE CLOSELY MONITORED FOR EFFECTIVENESS.

Employment:

RECOMMENDATION XXIX

AS RECOMMENDED BY THE TASK FORCE ON SKILL DEVELOPMENT LEAVE, WE SUPPORT THE NEED FOR NEW INDUSTRIAL STRATEGIES SUCH AS:

A) WORK SHARING - WHETHER ONE AGREES WITH THIS CONCEPT OR NOT, THERE IS LITTLE DIFFICULTY IN UNDERSTANDING IT AS IT RELATES TO BLUE COLLAR WORKERS OR OFFICE WORKERS. IT IS THE BELIEF OF THIS SUBMISSION THAT THIS CONCEPT SHOULD BE APPLIED TO SENIOR POSITIONS IN INDUSTRY AND GOVERNMENT THROUGHOUT. FOR EXAMPLE, MINISTERIAL POSITIONS COULD BE SHARED AS WELL AS THE POSITIONS OF DEPUTY MINISTERS. IN INDUSTRY, THE POSITIONS OF TOP MANAGEMENT SHOULD ALSO BE SHARED.

B) THERE SHOULD BE FREER MOVEMENT IN AND OUT OF THE LABOUR MARKET FOR BOTH WOMEN AND MEN WITHOUT LOSS OF BENEFITS. THIS WOULD ENABLE MEN TO SHARE MORE EASILY IN FAMILY OBLIGATIONS AND FREE THE WOMAN FROM THE 'STIGMA' OF NOT BEING GAINFULLY EMPLOYED.

C) A SHORTER WORK WEEK MIGHT CONSTITUTE ANOTHER FORM OF WORK SHARING.

D) THERE MUST BE A PLANNED INTRODUCTION OF TECHNOLOGY TO FACILITATE THE CHANGES INTO THE POST-INDUSTRIAL AGE AND ALLOWING WOMEN THE OPPORTUNITY TO RE-TRAIN AND REALISTICALLY LOOK AT THE OPTIONS FOR THE FUTURE.

E) GOVERNMENT AGENCIES NEED TO DO SOME PRO-ACTIVE PLANNING OF LEGISLATION FOR THE FUTURE WHICH WILL PROTECT WORKERS WHO DO "HOME" WORK. ALSO AS JOB SPECIFICATIONS CHANGE TO ACCOMMODATE TECHNOLOGICAL CHANGE, THERE SHOULD BE CONSTANT MONITORING TO ENSURE THAT THE PRINCIPLES OF "AFFIRMATIVE ACTION" AND EQUAL PAY FOR WORK OF EQUAL VALUE ARE ADHERED TO, TO PROMOTE EQUAL OPPORTUNITY FOR BOTH WOMEN AND MEN.

Education:

The educational system as it exists today, has proved to be too rigid to be able to respond adequately to the needs of women.

RECOMMENDATION XXX

FOR THIS REASON, WE RECOMMEND A MORE FLEXIBLE EDUCATION SYSTEM WHICH WILL ALLOW FOR:

A) FLEXIBLE SCHEDULING - THIS WOULD ALLOW FOR THE NEEDS OF WOMEN IN THE HOME, WHO MUST SEE THEIR CHILDREN SAFELY IN SCHOOL IN THE MORNING AND BE HOME AGAIN WHEN THE CHILDREN RETURN IN THE EVENING. FLEXIBLE SCHEDULING COULD ALSO PROVIDE SHORT INTENSIVE PROGRAMS AS WELL AS LONG TERM PROGRAMS. THIS WILL REQUIRE SOME NEW AND INNOVATIVE PROGRAMMING BY EDUCATORS.

B) THERE NEEDS TO BE INTER-PROVINCIAL STANDARDS WHICH WILL ALLOW MOBILITY OF STUDENTS/WORKERS BETWEEN PROVINCES.

C) WITH FREER MOVEMENT IN AND OUT OF THE WORKFORCE, THIS WILL GIVE WOMEN THE OPPORTUNITY TO ALTERNATE WORK EXPERIENCE WITH EDUCATIONAL TRAINING.

D) ACADEMIC INSTITUTIONS NEED TO DEVELOP A CREDIT SYSTEM WHICH ACKNOWLEDGES PRACTICAL WORK EXPERIENCE. THIS COULD BE OF CONSIDERABLE BENEFIT TO WOMEN WHO CHOOSE TO BECOME A HOMEMAKER OR FOR THE OLDER WOMAN WHO HAS BEEN ACTIVELY INVOLVED IN HER COMMUNITY.

E) RESOURCES SHOULD BE RE-DEPLOYED TO ENSURE AN ADEQUATE TRAINING PROGRAM FOR THE OLDER WOMAN. THIS PROGRAM COULD INCLUDE SELF-CONFIDENCE BUILDING AND JOB AWARENESS THROUGH TO ON-THE-JOB TRAINING. IT WOULD NEED TO BE IN CONJUNCTION WITH THE DEVELOPMENT AND IMPLEMENTATION OF A JOB CREATION STRATEGY FOR WOMEN IN THEIR MIDDLE YEARS.

RECOMMENDATION XXXI

WHEN CONSIDERING THE COST FACTOR RELATING TO THESE RECOMMENDATION/SOLUTIONS, WE REFER THE COMMISSION TO THE STUDY OF THE TASK FORCE ON SKILL DEVELOPMENT LEAVE.

Some options for funding which this report presents are:

i) National Training Act - already in effect, but only a small percentage of this money goes to initiatives specifically aimed at women.

ii) Employers - co-operate with government initiatives for training blue collar workers and not focusing on training of "preferred" personnel such as top management. Options being proposed are acceptance of skill development leave concept and imposition of a grant-levy.

iii) Individual - option to contribute to an education fund similar to contribution to R.R.S.P.'s. A short-term solution might be the conversion of R.R.S.P.'s into an educational fund without penalty. The weakness of an education fund is that low-paid workers (ie. women) may not have sufficient funds to contribute. In this case, it may be necessary to look at some form of subsidization.

1. f) The Single Parent

The numbers of single-parent headed families in our society continues to rise. There are no indications that this is a diminishing trend. By not acting to support single-parents, the majority of whom are women, we invite economic and social instability. Structures to encourage self-sufficiency are desperately sought by single parents. Life on welfare is not pleasant.

RECOMMENDATION XXXII

ACKNOWLEDGE THAT SINGLE PARENTS ARE A REALITY, WITH THE GOAL BEING SELF-SUFFICIENCY ABOVE THE POVERTY LINE.

RECOMMENDATION XXXIII

LOOK FOR INNOVATIVE METHODS TO HARNESS THIS VAST RESOURCE, ASSISTING RATHER THAN BLOCKING WOMEN'S RE-ENTRY INTO THE LABOUR FORCE.

RECOMMENDATION XXXIV

CHILD CARE - WITH DECLINING ENROLLMENT UTILIZE SPACE AVAILABLE AND WAITING IN PUBLIC SCHOOLS FOR CHILDREN UNDER THE AGE OF FIVE.

A) ACCESSIBILITY TO DAYCARE FOR THOSE WOMEN WANTING TRAINING TO RE-ENTER THE WORKFORCE.

B) ENCOURAGE LIAISON BETWEEN THE PUBLIC SCHOOL SYSTEM AND THE DAYCARE SYSTEM TO DEVELOP INNOVATIVE "CHILD CARE" SYSTEMS.

C) SUBSIDIES APPROPRIATE TO SITUATIONS RATHER THAN RIGID RULES.

RECOMMENDATION XXXV

Housing:

A) CO-OPERATIVE HOUSING BASED ON NEED.

B) HEATING SUBSIDIES.

C) INCREASED HOUSING CLOSE TO AREAS OF EMPLOYMENT TO ENCOURAGE FULL EMPLOYMENT RATHER THAN A DELIBERATE GOVERNMENT POLICY BASED ON HIGH UNEMPLOYMENT.

D) EXAMINATION OF ACCESSIBILITY/ASSISTANCE NEEDED BY WOMEN IE. MORTGAGE FACILITIES.

RECOMMENDATION XXXVI

General:

A) ENCOURAGE EMPLOYERS TO ACCEPT "WORKING PARENTS" RATHER THAN SAY, "THE CHILDREN ARE YOUR RESPONSIBILITY". I.E. PAID PARENTAL LEAVE FOR FAMILY RESPONSIBILITIES SUCH AS ILLNESS, DOCTORS' APPOINTMENTS, SCHOOL APPOINTMENTS, ETC.

B) FLEX-TIME, I.E. WORKING HOURS IN CONJUNCTION WITH SCHOOL HOURS.

C) JOB-SHARING...ALLOWING TWO PEOPLE TO SHARE A JOB - WITH PROPORTIONAL BENEFITS.

2. EVIDENCE

2. a) THE YOUNG WOMAN

2. a) The Young Woman

Can the young woman of today look forward to the same standard of living as the young man? All studies show that females presently have lower salaries, but advances have been made in recent years by some women. In the field of education, although women continue to represent a high percentage of enrollments in nursing and education sciences, they are also making inroads into such traditionally male fields as biology, dentistry, medicine, economics, engineering and law. During the 1970's, the number of women working in occupations where men represented more than half the workforce rose by 85%. Those women who have entered the traditionally male occupations, which generally pay higher than average earnings, have achieved a relatively favourable wage situation. On the other hand, in the 20 lowest paid occupations, where women generally outnumber men, the number of women rose considerably. Despite advances, the gap in earnings between women and men has narrowed only moderately in the past decade.[1]

The future facing the young woman today is not rosy, unless a concerted effort is made to effect change. Close to half of the 3,000,000 women in the Canadian workforce support themselves or others. Three out of four Canadian women will find themselves alone at some point in their lives. 45% of working women today are single, divorced, separated or widowed. Otners are providing necessary supplements to otherwise meagre family incomes.[2] Women work out of economic necessity, and they are extremely disadvantaged in terms of wages.

The critical time for career choice is obviously at the high school level. What are the determining factors, and who influences students as they complete their high school education? Surveys conducted in Ontario and Manitoba present similar findings. "Many adolescents would insist that their educational and vocational decisions are a function of independent and autonomous choice. However, this is not so. The educational and vocational decisions of adolescents are part of an on-going dynamic process.. ....socio-economic origin, family structure and parental support are crucial elements (which strongly influence the decisions of youth)." [3] This finding by a study committee of the Ontario government is re-inforced by a study conducted by Agnes Calliste in Ontario Schools. Higher social class students, she found, are likely to have higher academic achievement, higher self-concept of ability and higher educational and occupational expectations than lower social class students.[4] Furthermore, males are likely to have higher educational and occupational expectations than females. The Ontario government study also showed that sex was the fourth most significant factor in the determination of educational and vocational choice. Sex stereotyping in the socialization process is an important factor in career choice. Females, according to Calliste, are more likely than males to take stereotyped "female" courses in college that qualify graduates for jobs in the lower occupational and lower paying category. 12% of females who go on to community college expect to pursue secretarial courses.[5]

This point is also made by Professor Jane Gaskell in her article Education and Career Choice.[6] In Canada, as elsewhere, she shows, there are important differences between the education and training that women get and the education and training that men get. Despite a higher representation

of women among high school graduates, there is a lower enrollment of women in post-secondary schooling. Furthermore, big differences between the sexes are not so much in the amount of schooling each receives, but in the kind of schooling each receives. The majority of females enrolled in community college take courses in child care and hairdressing; males tend to enroll in courses in carpentry and computer-sciences - the former two courses leading to jobs with minimum pay-scales, the latter to far more remunerative occupations.

Also, data from England and the USA (there is little available from Canada) show that women's jobs provide less on-the-job training than men's, and that men are more likely than women to get paid educational leave.

Career choices are also determined by choices of courses taken in high school. It is well known that females tend to avoid courses such as mathematics and science, and thus severely limit their options for future careers.

Since much of the problem lies within the socialization process, the question arises as to how change can be effected. For a start, the people who are directly in contact with students, primarily educators, must be sensitized to the problem. A survey conducted by the Manitoba Action Committee on the Status of Women in 1980, revealed a great deal of complacency on the part of most educators in Manitoba. The Faculty of Education has no compulsory course for student teachers on sex-role stereotyping. While surveys are conducted each year by the Department of Education on aspirations of Grade XII students, there is very little analysis by Male/Female of the findings.

The Manitoba Teacher's Society has organized a committee on the Status of Women in Education (SOWIE) which hopes to help teachers become aware of sex-role stereotyping and its limiting effect on students potential. In-services and workshops have been organized, but are not compulsory and therefore probably only reach those who are already sensitized to the issue.

If female students are to be assisted in making choices that will enable them to participate fully and equally in the workforce of the future, a concerted effort will have to be made, at all levels of government and education, to break down the many barriers, be they social or financial that presently exist and prevent such participation. "The present under-utilization of talent and resources while it affects women the most, penalizes all Canadians." 7

2. b) THE WOMAN IN THE LABOUR FORCE

2. b) The Woman in the Labour Force

In order to illustrate the disparities that exist concerning female advancement in the workforce, we have selected a professional field, that of education, which has a high participation rate of women.

Reports of the Teacher Certification and Records Branch, Department of Education, Manitoba, 1983, show that in 1982-83, 54% of the teaching population were women. The following list shows the categories of the school system personnel in Manitoba for the past school year:

	Male	Female
Regular Classroom teacher	4053	5485
Department Head	234	80
Principal	527	97
Vice-Principal	231	42
Superintendant	51	1
Assistant Superintendant	30	7
Relieving/Substitute Teacher	6	24
Other	541	1089
Average income	$33,322	$26,514

The percentage of male and female teachers and principals at the elementary and secondary levels in Canada is as shown:

Elementary:	Male	Female
Teachers	27.5%	72.5%
Principals	84.8%	15.2%
Secondary:		
Teachers	65.3%	34.7%
Principals	96.5%	3.5%

Note that: a) While 72.5% of elementary school teachers are women, they hold only 15.2% of the principalships;

b) While there are more women than men in teaching, men teachers outnumber women by a factor of 2 to 1 at the secondary level;

c) 96.5% of secondary school principals are men.

The point emerges from this data that women educators continue to be a very underutilized resource. Those few women who are in administration have contact with a vastly smaller number of students than do male administrators.

What we may well be teaching Canadian children is that to be a leader, one must be male.[9]

The reasons for the underutilization of women in the field of education are obviously complex, and are clearly the result of socialization, as well as other factors. The family responsibilities of women are also a major factor, as the case with women in every area of the workforce.

The 1983 report by Statistics Canada "A Statistical Portrait of Canadian Higher Education", reveals a continuation of the same pattern at the University level.

At the College level, in 1981, about 33% of full-time teachers were women. University teaching, states the report, has long been a male preserve. In 1960, only 11% were women, a proportion that increased to 16% by 1980. Over the years, the percentage of women teaching engineering and mathematics/physical sciences has remained small (1.3% and 4.7% respectively in 1980).

While nearly 16% of all University faculty in 1980 were women, there was considerable variation by academic rank. 5% of full professors were female, but they represented nearly 40% of the instructor/lecturer category.

According to Statistics Canada, average salaries for University of Manitoba full-time teaching staff for 1982-83 were $47,135 for males and $37,026 for females.

FOOTNOTES

1. 20th Annual Review, Economic Council of Canada, 1983. "Women and Work: Opportunity for Choice".

2. Gail Singer and Karen Collin, "Women's Issues in Education", a paper prepared for the Status of Women in Education (SOWIE) committee of the Manitoba Teacher's Society.

3. Paul Anisef, The Critical Juncture, Summary of Follow-up Survey of Educational and Vocational Intentions of Grade 12 Students in Ontario, p.11.

4. Agnes Calliste, "Educational and Occupational Expectations of High School Students," Multiculturalism, 1982, p.17.

5. Ibid, p.16.

6. Jane Gaskell, "Education and Career Choice", Women and Work. Proceedings of a conference on Data Requirements to Support Research into Women and the Canadian Economy: December, 1982, p.101.

7. Economic Council Report, 1983, p.93.

8. Singer and Collin, op. cit. p.4

9. Ibid, pp. 4-5

10. Ibid, p. 35. Quotation from the Quebec Council on the Status of Women.

BIBLIOGRAPHY

Anisef, Paul, The Critical Juncture - Summaries of Survey of Educational and Vocational Intentions of Grade 12 Students in Ontario, Ontario Ministry of Colleges and Universities, 1974.

Calliste, Agnes, "Educational and Occupational Expectations of High School Students, Multiculturalism, 1982.

Chipperfield, Judy, "Sexism in Education", Report prepared for the Secretary of State on Behalf of the Manitoba Action Committee on the Status of Women, August, 1982.

Kinnear, Mary and Greg Mason, Women and Work, Proceedings of a conference on Data Requirements to Support Research into Women and the Canadian Economy, Institute for Social and Economic Research, University of Manitoba, 1983.

McCort, H.F., "Intentions of Grade 12 students 1982, 1983. Research Branch, Manitoba Department of Education.

Singer, Gail and Karen Collin, "Women's Issues in Education", a paper prepared for the Status of Women in Education (SOWIE) Committee of the Manitoba Teachers' Society.

A Statistical Portrait of Canadian Higher Education from the 1960's to the 1980's, Statistics Canada, 1983.

Twentieth Annual Review, Economic Council of Canada, 1983.

Sincere thanks to Linda Lee of the Research and Planning Department, Manitoba Department of Education; to Donna Lucus of the Manitoba Teachers' Society; and to the Manitoba Action Committee on the Status of Women, for assistance in the preparation of sections 2.a) The Young Woman and 2.b) The Woman in the Labour Force of this brief.

2. c) THE IMMIGRANT WOMAN

2. c) The Immigrant Woman

The discrimination which immigrant women face is threefold: on the basis of sex and as members of "visible" minorities, but also, sadly, they can face opposition, censure, or ostracization from their own communities as they begin to take steps to integrate socially and economically.

This Commission bears the responsibility of recommending:

"appropriate national goals and policies for economic development"

and

"appropriate institutional and constitutional arrangements to promote the liberty and well-being of individual Canadians".

The latter imperative is of particular relevance to immigrant women struggling with a triple jeopardy situation. Much can be achieved by the organization and lobbying of immigrant women themselves, and much is being achieved, but it is crucial that the solutions offered by the women themselves be taken up and acted upon. Here in Manitoba, immigrant women have come together to assess their situation, form an organization, and formulate resolutions as a basis from which to lobby for improvements. Many of their ideas are included for your attention, and it is our hope that you will consider them seriously. In a recent address to the First Manitoba Conference for Immigrant Women, Dr. June James, President of the Citizenship Council of Manitoba, stated:

> "Need I add, there is increasing use for robots and other sophisticated computer gadgetry both in the marketplace and the home. It is therefore foolhardy to listen to well-meaning individuals who might say, "Let's wait, the economy is too rough to press for changes which would better the work lives of women." That is nonsense, I can assure you that the problems for women, and in particular, immigrant women, will get worse. The sense of frustration, fears and insecurities will multiply. We must organize. We must have a clear definition of our goals and methods. We must avoid the pitfalls of confusion in addressing short and long term goals or specific activities. It is neither sufficient nor wise merely to react to issues. It is eminently more important to focus on positive action directed toward desired change and attainment of the goals you set. We must mobilize, and work out in isolation but also with other women and organizations, in order to get the objectives and priorities accomplished. Pleading a special cause for immigrant women is justified, but must be taken against the possible risk of further isolation from the mainstream of social, economic and political spheres which affect all women. Don't go overboard and get into a path, which though strewn with success and accomplishments for bettering their economic and social rights, make them separate but not equal to other women."

There is commitment, dynamism and strength in the networks of immigrant women springing up across the country - and a growing acuteness in perceiving the advantages and disadvantages of pleading a special cause. Nevertheless, such a plea must be made for now - it is not possible for this category of women to improve their status without institutional assistance. Most would agree that a major barrier to the effective contribution of

immigrant women to the Canada of the future is their difficulty in communicating with the majority of Canadians today. There can be no greater deterrent to advancing and prospering as an individual and so enhancing the society of the future, than lack of facility in at least one of the official languages. The immigrant woman who has no proficiency in either of the official languages is destined to remain in low-paying, low-status employment. Often her access to language training is impeded by regulations whereby programmes are funded, or by lack of daycare services. Not to act to ameliorate this situation is detrimental both to our future economic health and to our future unity. Whatever the cause, such ghettoization is the breeding ground for resentment, anger and racism.

But even when language skills have been developed, other hurdles exist. Lack of recognition of professional or technical training from the home country wastes human resources, and is cited by many immigrant women as a second major frustration. An example from Edith Nee, Chairperson of the B.C. Taskforce on Immigrant Women:

> "Once a college counsellor called me to ask for permission on behalf of a refugee to come into the bank to talk about a job. I said to her that there was no position available. She replied: 'There does not have to be a job, but please just let him fill out an application form in a Canadian setting and let him talk to a Canadian personnel officer.' When he arrived, I was astonished to read in his resume that he was a lawyer who had had training and working experience in Florence and Geneva. He eventually got a job in my bank's head office as a stock boy because he did not speak English and he is very grateful."

There can be little doubt that one of the intentions of Canada's immigration policy has been to direct demographic growth; another intention has been to provide the means to meet labour needs. Immigrant women offer a cheap labour source. Predominantly, they have operated in these areas: domestic service; manufacturing and retail industries, usually the textile and garment industries; and service industries - restaurants, hotels, etc. We believe that the secondary status of women coupled with immigrant status renders this group almost invisible and the contribution of the group is overlooked.

> "Canada's economy is based on a free enterprise system where businesses compete for a share in the consumer market and workers compete for jobs in exchange for a wage in the labour market. In order for this system to function effectively, it is crucial that consumers increase their level of consumption over time. In this regard, immigrant women are important because they increase demands for consumer goods. In addition, they supply Canada with a cheap, ready, labour pool which can be manipulated according to the demands of the economy. Because they are vulnerable, immigrant women are often seen as dispensable. They are considered 'secondary' earners when in fact their earnings are necessary in sustaining the family and the family's buying power. Most importantly, the woman's work in the home is essential in maintaining and freeing the male immigrant worker, so he is able to work and compete in the labour market to meet the demands for production of goods and services. This is an area of women's work which, until the women's movement, has largely gone unnoticed and unaccounted for. Immigrant women in the captive labour force have very little choice in what they do inside and outside the

the home. There are many processes that keep immigrant women in captivity both in the labour force and in the family. A system based on freedom and equality is, in fact, based on the non-freedom of some members of society...Our research indicates that non-English-speaking immigrant women are also nation builders. Their work is undervalued and underpaid." (Roxanna Nge-Tania da Grupta, Canadian Women's Studies, 1981 Vol 3, no. 1)

It is not the intention of this profile to document every indignity, barrier, frustration faced by the immigrant woman. What we would like to do is draw the Commission's attention to a group of women whose contribution to the economy and to our society is often overlooked or undervalued, and to urge that you not commit a similar error. When pursuing this area further, we recommend the following studies:

a) Studies documenting sex discrimination or segregation in the labour force; Ostry 1968; Boyd 1975; Armstrong and Armstrong 1975; Cook 1976; Marchak 1977; Conelly 1977.

b) Sex discrimination re visible minorities: Montero 1977; Arnopoulos 1978.

2. d) THE HOMEMAKER

2. d) The Homemaker

The woman who leaves the paid workforce to undertake the responsibilities of raising a family is, usually, responding to a value system which relates to society's expectations regarding parenting. The guilt feelings engendered by the pressure of this value system often causes a woman to leave a position in which she has some degree of status because she is visibly contributing to the economy, to undertake a position which is not recognized from an economic point of view.

What are the qualifications and duties required to be a competent parent and homemaker according to society's expectations? Betty Jacobson clearly sets out the job description:

> "Under close supervision of husband, family, (others) and self, must have the ability to co-ordinate services and tasks of each of the named authorities. Position requires individual to be able to shift responsibilities as the occassion warrants: requires assumption of authority with ability to make rapid decisions: flexibility and mental gymnastics are basic to the position. Also it requires ability to respond to and handle emergency situations and crises with maximum efficiency and humour.
>
> Tasks: Include ability to plan, lay out and direct laundry services, food services, nursing, chauffeuring, lawn and garden services..... applied psychiatric services including adult, child and conjoint family therapies....consumer economic services including knowledge of comparative shopping, ie. dollar stretching and penny pinching, ability to maintain smooth operational procedures of the above tasks at all times."[1]

No one argues that we must produce a future generation for the continuance of our society, and that this entails the careful nurturing and training of our children. This is essential not only for the well-being of the children themselves, but also to ensure the development of a healthy society in the future.

It is inconceivable, therefore, that we as a society, do not recognize the economic value of this work. For example, if a man marries his housekeeper, he reduces the national income because the money he spends on her is no longer counted as wages. If a woman sews a garment in a sewing factory, she is increasing the national income and, therefore, is considered to have economic value. It is important to emphasize that if an economic value was attached to the "invisible" work performed in the home, it has been estimated to hold a value anywhere between $10,000 and $25,000.

As Betty Jacobson writes in a note at the end of her job description:

> "Job description is accurate but defies all the principles of administration. It is recommended that the job be audited and re-evaluated on a more realistic level. Only an idiot would apply and this person obviously would not qualify to carry out the many levels of competence."[2]

Another area which has been left out of the framework of our traditional economic system, is the immense amount of work performed on a volunteer basis, outside of the home. This work may range from fund-raising, service

to the needy (ie. meals on wheels) organizing around a social concern to staffing the canteen at the local community club. All this effort has a central economic function which is ignored despite the fact that society as a whole benefits through an improved quality of life.

The Vanier Institute of the Family states:

> "In less affluent and poor nations, it is the economic effort in this (invisible) sector that daily sustains the nation and keeps it going and prevents chaos. It is the factor that enables development to take place despite inadequate resources and faltering plans. The fact that it is simply 'life as people have to live it' is no reason to take it for granted, to give it little value and little priority as Western economics has done."[3]

Dr. Elise Boulding makes the point:

> "The role of women, in simply carrying out the tasks and meeting the familial challenge of everyday life, is now becoming seen as a badly ignored factor. We have ignored it to our detriment." [4]

These authorities clearly state the importance of the parenting and homemaking role of women to our society. In concluding this profile, it is important to examine the economic consequences to the woman herself, who voluntarily chooses to withdraw from the paid workforce to undertake what is finally beginning to be recognized as one of the most important economic roles of our society.

The full impact of these consequences is often not recognized by the woman until she makes a decision to return to the workforce 5-10 years later. It is at this time, that she fully realizes the consequences of being an unpaid homemaker. The commercial world puts no value on the experience she has gained during the years she has been outside the paid labour force. Psychologically then, the woman returning to the workforce not only has to work through feelings of guilt at "rejecting" her family, but must also counteract feelings of diminished self-confidence developed through perceived rejection by the business world. From a practical point of view, leaving the paid workforce affects her pensionable earnings, fringe benefits such as U.I.C., etc., and of course seniority rights. Having the right to choose to be a parent and homemaker, without being discriminated against is clearly an issue which must be addressed both from a short-term point of view as well as from the long-term point of view. Acknowledgement of the economic role of the homemaker may well be the first step.

2. e) THE OLDER WOMAN

2. e) The Older Woman

The older woman who must return to the labour force is generally considered to be the woman who married in the '40's and '50's and played the game according to the rules espoused at that time. She was a "good" wife and mother and in return, expected to be financially secure for the rest of her life.

However, in the past 30-40 years, the rules have changed drastically. Increased mobility has removed adult children to distant places creating the new phenomenon of the displaced homemaker. Then the woman who becomes separated through death or divorce often finds herself without sufficient funds and she needs to find a way to maintain her economic independence.

Whatever the reason, many older women find themselves in the position of having to return to the paid workforce. The expectations she has when she married often meant she did not complete her training or education. If she did, her skills are probably so out of date that they are no longer acceptable to employers. Her self-confidence is so eroded that she is reluctant to take risks. For this reason, the older woman looks for employment where she will feel comfortable. For example, if she trained as a secretary before marriage, she automatically considers brushing up her skills so she can apply for an office job. This without realizing or understanding the potential impact of technology on the office within the very near future. Or perhaps she looks for a part-time position as a sales clerk without a full realization that she may be depriving herself of benefits which may be crucial to her after retirement.

In fact, many women who are older return to jobs where they are underemployed and underpaid because they have no conception of their own self-worth. Usually the jobs are non-unionized, carry no pension plan, and there is little opportunity for growth and promotion. It is more likely that the older woman faces the high risk of being the first to be laid off in depressed economic times.

The main problem facing these women is that they have not learned how to assess the value of their life experience during the years since they left the paid workforce. They do not know how to evaluate their strengths and weaknesses, the growth in their abilities, and knowledge gained from involvement in their areas of interest.

The displaced homemaker is only just being recognized as a disadvantaged group for whom there has been little official concern and, consequently, little assistance. Lillian Zimmerman sums up the post-parental years as being "cursed with health, vigor and prospect of a long life; (often) without skills or savvy to help you deal with the management of economic affairs, such as getting a job or managing the lowered income you get after your breadwinner is gone." Zimmerman goes on to cite barriers to the positive self-image of the elderly as:

" - depression related to over-investment in families and role-loss suffered when no longer needed.

- double standard of aging - society equates attractiveness with youth.

- stereotyping contributes to images of middle-aged women as hysterical and neurotic."

For more in-depth study and recommendations for responding to the needs of this group (55-64), we suggest reference to "No Cause for Rejoicing - the Report of the Task Force on Older Women" undertaken by the N.D.P. This report also presents a good analysis of the problems and needs for women 65 and over.

REFERENCES:

Homemaker:

1. "Women's Work..." A Job Description by Betty Jacobson. Library Journal 96(15), Sept. 1971.

2. Ibid.

3. Vanier Institute of the Family: "Exploring Work Income Opportunities in the 1980's. Our future in the informal Economy". Ottawa, 1980.

4. Elise Boulding. Learning and the Familial Society. Vanier Institute of the Family. Ottawa, 1981.

The Older Woman:

1. Women in Transition - The Social and Economic Needs of Women Returning to the Labour Force - Lillian Zimmerman.

2. f) THE SINGLE PARENT

2. f) The Single Parent

When listening to women in the workforce, the term "I'll work just until..." is prevalent, but more often than not, many women find that they are still in the workforce for 30 or more years, and sadly not in career oriented fields, but rather low-paying non-promotable jobs. This becomes particularly serious when one is sole breadwinner for the family.. One out of six families is headed by a single parent, predominantly female.

The foundation is a fragile one at best. Rather than having something firm to build on, one finds that the single parent is in a permanent state of "catching up". A single parent is trying to handle both sides of the "nuclear family" relationship; dashing with children to daycares (when spaces are available) or to schools and continuing on to work where a full day is put in; dashing back to pick up the child or children to return home.

But it doesn't stop there. Most times the single parent puts in several more hours in the "home situation", cooking supper, spending time with the children, and trying to give the "family" a home situation.

When the wage earned is at or just above the poverty level, and support systems are not available, the situation strains the family immeasurably.

Situations where promotion is made available to a single (mother) parent into a career path, can compound the problem.

Example: The single parent promoted into a professional position from a traditional low-paying job receives a salary increase of 14%. On notifying the Daycare office in regard to subsidy, find that her subsidy is dropped immediately by 100%.

Effect: No real wage increase.

An abeyance of two months and a look at a more proportional decrease would seem to be a better prospect for those fortunate few who are able to move ahead.

But really, the crux of the matter is that society must look to foundational repairs rather than band-aid solutions.

As this Commission has stated: "If the problems and the prospects are wrongly defined, the probability is high that the real problems will not be addressed, much less solved."

With one out of every two marriages now ending in divorce, to say that single parents are an exception or "isolated case", the "real problems will <u>not</u> be addressed."

The special problems of single parent families were addressed in the most recent review by the Economic Council of Canada. The Council catalogues the difficulties faced:

- approximately two-thirds of divorced or separated mothers receive no child support award from the courts.

- less than half the debtor ex-husbands honour their responsibilties.

- some who do pay contribute less than the full ordered amount.

- when legal steps are taken, judges are reluctant to grant arrears.

- lack of provincial reciprocity mechanisms makes it easy to shirk responsibility.

Single parent mothers are on welfare a lot. The Economic Council of Canada has

> "estimated that, just prior to the recession, as many as one-third of such families were on social assistance. The economically disadvantaged situation of this group is confirmed by Statistics Canada's low-income calculations, which show that three out of seven women-headed families are below the poverty line in 1981."

We recognize the solutions here are complex.

One of the major contentions made by the Manitoba Advisory Council on the Status of Women and by other women's groups, is that there is no shortage of analysis of the problems facing women - the case is well documented. Solutions have even been suggested. What is needed now is action. The last word, again from the Economic Council of Canada:

> "The economic problem of single parent families are complex and go beyond a simple call for greater generosity on the part of social assistance programmes. In part, their treatment presupposes a more efficient system for enforcing private-support responsibility, as well as programmes that will help women to combine employment and parental responsibilties in ways that will enable them to become financially self-sufficient. Programmes could be initiated at all levels of government, comprising municipal subsidies to daycare services for families in need, provincial initiatives that would stiffen enforcement of parental-support obligations and revision of the social assistance systems, so that more effective and equitable combinations of work and support could be developed."

3.

THE ROYAL COMMISSION

ON

THE STATUS OF WOMEN

3. a) A MANITOBA PERSPECTIVE ON CERTAIN RECOMMENDATIONS OF THE ROYAL COMMISSION ON THE STATUS OF WOMEN

3. a) A MANITOBA PERSPECTIVE ON CERTAIN RECOMMENDATIONS OF THE ROYAL COMMISSION ON THE STATUS OF WOMEN.

Recently, Manitoba women have been involved in a major conference: Focus on Women. One of the elements of this important event was an examination of this province's response to the pertinent recommendation from 1970. We thought Commissioner's might be interested to note implementation analysis in the area of labour and employment. Of 18 recommendations assessed, the tally is:

Implemented	8
Not Implemented	1
Partially Implemented	8
Not Applicable	1

The recommendations and comments are self-explanatory. We would ask that you take especial note of those concerning Equal Pay for Work of Equal Value. Perhaps more than any other single strategy, this has the potential, in conjunction with effective Affirmative Action policies and programmes, to adjust the balance of economic power so that women become full participants in the economic development and growth of Canada.

3. b)

APPENDIX A

REPORT

CONCERNING THE IMPLEMENTATION OF CERTAIN RECOMMENDATIONS FROM THE ROYAL COMMISSION REPORT ON THE STATUS OF WOMEN (1970) IN THE PROVINCE OF MANITOBA

Prepared by:

Women's Bureau
Department of Labour &
Employment Services

83 05 04

5. ILO EQUAL PAY FOR WORK OF EQUAL VALUE

We recommend that a federal-provincial conference on labour legislation affecting women in Canada be called to prepare for Canada's ratification of International Labour Organization Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (Convention 100). (paragraph 218)

Comments: Implemented

Canada ratified ILO Convention 100 in November, 1972 with agreement of the provinces.

Since that time, Manitoba has implemented an Equal Pay Act in 1975 which only protects employees from sex discrimination on the basis of work which is the same or substantially the same. The impact of this legislation has been minimal. However, in her statement prior to the Committee's consideration of her Departmental estimates for 1983-84, the Minister of Labour and Employment Services announced that the province intends to undertake a review of labour legislation for "the promotion of equality in the workplace".

8. EQUAL PAY FOR WORK OF EQUAL VALUE

We recommend that the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work Regulations and equal pay legislation of provinces and territories require that (a) the concept of skill, effort and responsibility be used as objective factors in determining what is equal work, with the understanding that pay rates thus established will be subject to such factors as seniority provisions; (b) an employee who feels aggrieved as a result of an alleged violation of the relevant legislation, or a party acting on her behalf, be able to refer the grievance to the agency designated for that purpose by the government administering the legislation; (c) the onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation which will be free to investigate, whether or not complaints have been laid; (d) to the extent possible, the anonymity of the complainant be maintained; (e) provision be made for authority to render a decision on whether or not the terms of the legislation have been violated, to specify action to be taken and to prosecute if the orders are not followed; (f) where someone has presented the aggrieved employee's case on her behalf and the aggrieved employee is unsatisfied with the decision, she has the opportunity to present her case herself to the person or persons rendering the decision who may change the decision; (g) the employee's employment status be in no way adversely affected by application of the law to her case; (h) where the law has been violated, the employee be compensated for any losses in pay, vacation and other fringe benefits; (i) unions and employee organizations, as well as employers and employer organizations, be subject to this law; (j) penalties be sufficiently heavy to be an effective deterrent; and (k) the legislation specify that it is applicable to part-time as well as full-time workers. (paragraph 239)

Comments: Partially Implemented, 1975

(a) *Equal Pay protection is provided to employees under Part IV of the Employment Standards Act. For purposes of this law no employer is allowed to discriminate between the male and female employees by paying employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment, if work required of and done by employees of each sex is the same or substantially the same (40(1). Subsection 40(2) defines work that is the same or substantially the same if the job, duties, responsibilities, or services that the employees are called upon to perform are the same or substantially the same in kind or quality and are substantially equal in amount.*

The Equal Pay section under the Employment Standards Act does not incorporate the concept of equal pay for work of equal value. However, the government does recognize the inadequacy of this legislation and is planning a review to prepare for a change within the next few years.

(b) Because Manitoba's legislation is within the Employment Standards Act, any employee may file a grievance against her employer with the Employment Standards Branch, Department of Labour and Employment Services.

(c) Inspectors for the Employment Standards Branch are mandated to inspect that all requirements of the Employment Standards Act are being met and therefore, may file a complaint against a violating employer.

(d) Anonymity of the complainant may be kept on request of the complainant.

(e) The Employment Standards Branch has authority to render an order for payment of wages or dismiss the complaint. If payment orders are not followed, the Employment Standards Act would refer the dispute to the Manitoba Labour Baord which then could charge the employer for violating the Payment of Wages Act. If the employer has refused to comply with the order issued by the Labour Board, the matter may be referred to the County Court.

(f) Under the Payment of Wages Act, both the employee and the employer have the right to appeal the decision of the Employment Standards Branch to the Manitoba Labour Board. A further appeal can be made to the County Court if either employee or employer is dissatisfied with the Board decision. Decisions made in County Court are final.

(g) Under Part IV of the Employment Standards Act on Equal Pay, an employee status is protected by Subsection 42 which states "No employer shall discharge or otherwise discriminate against any person because that person has made a complaint or given evidence or assisted in any way in respect to the initiation or prosecution of a complaint or other preceedings under this Act."

(h) Under Payment of Wages and the Annual Vacations With Pay Act, employers must reimburse employees for loss of wages. Fringe benefits are at the discretion of the employer as they are not part of either of the Acts.

(i) Under the Employment Standards Act, Subsection 43 states that collective agreements in negotiations and employers are subject to Equal Pay Legislation.

(j) Sections 14(1) to 14(4) of the Employment Standards Act outlines the penalties for offences of the Act which includes Part IV, Equal Pay. When an employer is ordered to pay wages by the Manitoba Labour Board, the employer becomes subject to penalties of the Payment of Wages Act Subsections 13(2) and 17(1).

(k) The Employment Standards Act makes no distinction between full-time or part-time workers. Therefore, part-time workers are covered by the provincial legislation.

13. WORKERS' COMPENSATION LEGISLATION

We recommend that the provinces and the territories amend their workmen's compensation legislation so that the provisions applicable to the wife of the person deceased will also be applicable to the husband of the person deceased. (paragraph 261)

Comments: Implemented, 1976

The Workers' Compensation Act (Chapter W200) was amended in 1976 to include in section 25.1(1) and section 25.4 the term "spouse". While the term "workman" is used, the definition of "workman" in section 2(1)(V) includes the word "person". "Person" is defined in section 2(1)(2) as "person" includes females as well as males".

This Act is scheduled for review and revision. There is assurance that the term "workman" will be changed to "worker" to eliminate possible misunderstanding or sexist connotation and to clarify that benefits are available to the spouse of a deceased worker, female or male.

16. MATERNITY LEAVE

We recommend the amendment of the federal Fair Employment Practices Act and the adoption of provincial and territorial maternity legislation to provide for (a) an employed women's entitlement to 18 weeks maternity leave; (b) mandatory maternity leave for the six-week period following her confinement unless she produces a medical certificate that working will not injure her health; and (c) prohibition of dismissal of an employee on any grounds during the maternity leave to which she is entitled. (paragraph 284)

Comments: Implemented, 1976

Under Manitoba's Employment Standards Act (E110) Subsection 34.1, women are entitled to seventeen weeks of maternity leave after twelve consecutive months of employment. Although the Act specifies a period of seventeen weeks, employees are entitled to additional weeks if the actual delivery is after the estimated delivery date specified on the medical certificate. The maximum number of weeks after the actual delivery date is seventeen weeks.

The Act does not indicate any mandatory maternity leave for six weeks following confinement.

Under subsection 34.1 (6) an employer is prohibited from dismissing or laying-off an employee who has completed twelve consecutive months of employment solely because she is pregnant or has applied for maternity leave.

18. PROTECTIVE LABOUR LEGISLATION BE APPLICABLE TO BOTH SEXES

We recommend to the provinces and territories that protective labour legislation be applicable to both sexes. (paragraph 295)

Comments: Not Implemented

Within the Employment Standards Revised Regulation E110-R1, there are still two protective laws which are applicable to women. These are:

11 (1) When the work period of a female employee ends between twelve o'clock midnight and six o'clock in the forenoon, the employer shall provide her adequate transportation to her residence at his expense; and

11 (2) must provide transportation from her residence to the place of employment at his expense.

12 No employer shall require or permit any child, adolescent or female employee to lift articles of such weight that an excessive strain may be imposed on the employee.

The Department of Labour and Employment Services recognizes that these protective laws may discourage employers from hiring women. A review of the legislation being planned and a change in these protective laws will be considered at this time.

19. DISCRIMINATION ON THE BASIS OF SEX

We recommend the elimination of any discrimination on the basis of sex in the terms and conditions of employment for crews on air lines. (paragraph 298)

Comments:

This recommendation relates to an area of federal jurisdiction, namely, transportation, so it is outside provincial jurisdiction.

66. HOUSEHOLD WORKERS - WORKERS' COMPENSATION

We recommend to the provinces and territories that household workers be covered by minimum wage laws, workmen's compensation and other labour legislation applicable to other paid workers. (paragraph 545)

Comments: Implemented 1982

(a) *Employment Standards Act (E110) was amended in 1982 to provide for the inclusion of domestic workers so that minimum standards of minimum wages, paid general holidays, maternity leave and notice of termination of employment will now apply to them. Regulation 222/82, effective November 1, 1982, defines the domestic worker so included and details the specific terms. The definition of a domestic worker is one employed in a private family home, remunerated by a family member, and employed for more than 24 hours in a week in the home. The applicable terms are: (see attachments).*

A domestic worker will be deemed to work not more than 12 hours in a day (8 hours straight time, with a maximum of 4 hours overtime).

Work must not be expected or performed during time off for eating, sleeping or during time given for personal or private matters.

A domestic employee must be given at least 36 consecutive hours of free time each week.

An employer may not charge a domestic worker for any special clothing or uniform required to be worn.

The maximum amount charged by the employer for room and meals is not more than $40 per week for room and meals, or not more than $20 per week for room. The amount which may be charged for meals only has been set at $1.25 per meal or not more than $20 per week in total.

Two other statutes were also amended to include domestic workers.

(b) *Human Rights Act (H175) Effective June 30, 1982 Section 6(8) which had excluded domestics from the provisions of Section 6(1) (Discrimination in employment) was repealed. Section 6(1) now applies to domestics.*

(c) *Workers' Compensation Act (W200) In 1982 this Act was amended to include under its provisions a person employed in domestic service who is employed for more than 24 hours a week by the same employer (Section 2(1)(V)(XI). Section 52 of Schedule 1 to Section 60 (Accident Fund) now requires "employment of persons in domestic service in a home for more than 24 hours a week" to be subject to the Accident Fund.*

67. HOUSEHOLD WORKER'S BUREAU

We recommend that each provincial and territorial government establish a Household Workers Bureau which, with its network of local offices, would be responsible for (a) establishing and promoting employment standards for different categories of household workers; (b) maintaining a list of available workers according to their competence, training, experience, health and other relevant qualifications; (c) directing available household workers to families which require them; (d) maintaining a record of families which use or require the services of the Bureau, with indication of the conditions of work of each of them; (e) supplying these families with information relating to desirable conditions of work and social security benefits; (f) promoting the training of household workers according to the needs of the market; (g) initiating, if necessary, training courses for household workers; (h) ensuring that household workers are not exploited; and (i) conducting studies and providing information on the current market situation of household workers. (paragraph 547)

Comments: Partially Implemented

The Care Services program in the Department of Health has had a continuing responsibility for homemaking. However, since 1975, the Continuing Care office in the Department of Health has included Home Care Support Services where a service of in-home household maintenance has been made available to persons at risk to being institutionalized. There are some 2,000 homemakers at present serving some 6,500 clients throughout the province. The province is divided into regions, each region having a person responsible for selection and deployment of homemakers (4 categories) and home care attendants (fully certified). All workers are part-time casual workers, paid above minimum wage and able to rise from the base rate to the experienced rate. Provisions of The Employment Standards Act apply in all cases. Before assignment to a client a basic orientation is offered emphasizing the necessity of functioning as a support to the client and of working in someone elses home. After assignment, homemakers are given further training on the job. The provincial Continuing Care program provides a service which is well used and which has offered stability of employment to a large number of women throughout the Province.

The Women's Employment Counselling Centre of the Canada Employment and Immigration Commission has served as an information centre, registry, and training referral centre for some 150 immigrant household workers in the Province. Where conflicts occur with an employer the Centre has provided a centralized data bank in which any CEC or an employer can check in to determine how many temporary household workers are available and the level of their skills and experience.

Information on the recent change in the Employment Standards Act as explained in Number 66 has been distributed to the Centre's clients. The Department of Labour and Employment Services is preparing a revision to its booklet on Provincial Labour Laws and a section on its applicability to homemakers (domestics) will be included.

68. HOUSEHOLD WORKERS

We recommend that provinces and territories promote the establishment of agencies or cooperatives to (a) act as the employer of household workers to be assigned to suitable employment, and (b) collect for the services of the household workers, make income tax, social security, and other payroll deductions, and ensure that they have equitable pay, approved employment conditions and the protection provided by law. (paragraph 551)

Comments: Partially Implemented, 1982

While the province has not established agencies or cooperatives to act as the employer of household workers per se (except as described under #67), the amendment to The Employment Standards Act as described under #66 has brought household workers under the protection of minimum working conditions regarding minimum wage, paid general holidays, maternity leave, etc. Immigrant household workers are able to register for placement with The Women's Employment Counselling Centre of Canada Employment and Immigration Commission, Winnipeg.

75. CAREER INFORMATION SERVICE

We recommend that (a) the federal government in cooperation with the provinces and territories set up a career information service in each local Canada Manpower Centre which would:
(i) include personnel specially trained to give information to women on occupations, training requirements, financial help available, and labour market conditions and needs; and
(ii) insist on the importance of a broad field of occupational choice for girls;
and (b) subject to consultation and agreement with the educational authorities, this career information service be offered to all schools of the area. (paragraph 90)

Comments: Implemented, 1972 - 1981

Local Canada Manpower Centres have established career information services as part of their function. These centres are part of the federal government establishment. Recently, the Women's Employment Counselling Centre, a Canada Employment Centre was set up to address the special needs of women in finding a job and in qualifying for training programs.

In 1972 the Province also recognized those needs and established the Women's Bureau. In 1973 a counsellor joined the staff so that a variety of assistance and information could be offered to women and girls and could take into account their special needs. The Bureau now has three counsellors. The Brandon office of the Bureau has held a Career Symposium for High School Girls in Westman in both 1981 and 1982 where role models have described both traditional and non-traditional jobs.

In 1980 the Province established a Career Resource Centre in Thompson to assist northern residents in making career choices. In 1981 additional Centres were opened in Brandon, Dauphin and Winkler so that both students and adults could have a full range of career search activities including career planning, testing, assessment and counselling available. Women have been identified as a target group of these Career Resource Centres.

The Province also provides funding for one counsellor in the Fort Garry School Division Resource Centre.

The Province has been one of the major funders of the Careers Symposium, a program first offered in 1980 to high school students from across the Province. In 1983 the two day program also featured an evening for adults. The Women's Bureau participated in that event.

The Women's Bureau has recently issued the third edition of its Career Selector, a publication first printed in 1975 and distributed without charge to all high schools and libraries in the province. This publication offers information to women and girls on a wide variety of occupations; it now includes some of the "new technology" jobs; and most important, it is written with women in mind.

79. OCCUPATIONAL TRAINING FOR ADULTS PROGRAMME

We recommend that the federal government, in cooperation with the provinces and territories, ensure that information on the federal Occupational Training for Adults Programme reaches women outside the labour force as well as those employed or actively seeking employment. (paragraph 126)

Comments: Parially Implemented

The three Community Colleges, part of the Department of Education in the Province, advertise, on a regular basis, all their programs, both those where the individual pays her own fee and those where sponsorship is provided through the Canada Employment and Immigration Commission. Pamphlets on each course are published and distributed widely. A brochure about the Pre-Trades Orientation for Women is an example of such advertising. Staff of the Women's Bureau inform their clients and those in the programs resourced by the Bureau about such training programs. Community Colleges also have a Women's Co-ordinator in each College who supplies such information to prospective students.

80. DEPARTMENT OF MANPOWER AND IMMIGRATION PART-TIME PROGRAMMES

We recommend that the federal government, in cooperation with the provinces and territories, expand and widely advertise the part-time training programmes offered by the Department of Manpower and Immigration. (paragraph 127)

Comments: Partially Implemented

The Canada Employment and Immigration Commission does not advertise part-time programs separate from full-time unless circumstances warrant. As mentioned under Number 79 the Community Colleges advertise their programs particularly their Evening School programs. Some of those programs provide the opportunity to undertake studies for a certificate or diploma as a part-time student.

The three Universities in the Province also offer the opportunity for part-time study during the day, in the evening and on Saturday. For example, at the University of Manitoba the numbers of women enrolled in full-time and part-time studies are increasing. Comparison of data for the academic sessions 1971 - 1972 and 1981 - 1982 confirms this increase.

Year	Type of Program	Women as Percentage of Total
1971 - 72	Part-time Undergraduate	55.2%
1981 - 82	Part-time Undergraduate	61.9%
1971 - 72	Full-Time Undergraduate	39.2%
1981 - 82	Full-Time Undergraduate	43.8%

81. FULL-TIME HOUSEHOLD RESPONSIBILITY BE EQUIVALENT TO PARTICIPATION IN THE LABOUR FORCE IN SO FAR AS ELIGIBILITY FOR TRAINING ALLOWANCE IS CONCERNED.

We recommend that section 3 (b) of the federal Adult Occupational Training Act be amended so that full-time household responsibility be equivalent to participation in the labour force in so far as eligibility for training allowance is concerned. (paragraph 130)

Comments: Implemented November, 1972

In 1972, the Adult Occupational Training Act was amended so that women who were re-entering the labour force would qualify for a training allowance when referred by a Canada Employment and Immigration Commission counsellor for training.

81. FULL-TIME HOUSEHOLD RESPONSIBILITY BE EQUIVALENT TO PARTICIPATION IN THE LABOUR FORCE IN SO FAR AS ELIGIBILITY FOR TRAINING ALLOWANCE IS CONCERNED.

We recommend that section 3 (b) of the federal Adult Occupational Training Act be amended so that full-time household responsibility be equivalent to participation in the labour force in so far as eligibility for training allowance is concerned. (paragraph 130)

Comments: Implemented November, 1972

In 1972, the Adult Occupational Training Act was amended so that women who were re-entering the labour force would qualify for a training allowance when referred by a Canada Employment and Immigration Commission counsellor for training.

82. WOMEN IN NON-TRADITIONAL OCCUPATIONS

We recommend that the federal Department of Manpower and Immigration, in cooperation with provinces and territories, develop policies and practices that will result in (a) an increase in the number of women undertaking educational upgrading programmes and training for more highly skilled occupations; (b) the enrolment of women in courses in line with their capacities without regard to sex-typing of occupations; (c) an increase in the number of women training for managerial and technical positions, and (d) the consideration by women on the whole spectrum of occupations before choosing training courses. (paragraph 134)

Comments: Partially Implemented

Presently the Advisory Committee on Women's Programs for Red River Community College advises the College on programming for women and refers to senior management critical policy issues. This Committee has reviewed its terms of reference and is proposing changes in its mandate and reporting relationship within the Community Colleges Division. Included in the Committee membership are representatives from the Province's Women's Bureau as well as from CEIC. The restructured Labour Market Needs Committee has not yet finalized its organization but will include a representative from The Women's Bureau.

This year The Women's Bureau requested consideration of several new programs related to the changes in occupations resulting from micro-technology and to the training requirements for such future occupations. Such programs would be under the National Training agreement.

The attached sheets detail enrollments of women in special programs sponsored by CEIC and offered at the Province's Community Colleges (Pre-Trades Orientation for Women, Employment Orientation for Women, COWMA)

Enrollments in Adult Basic Education programs are now almost equally divided between women (49.3%) and men (50.7%). Enrollment for the GED tests illustrate the same distribution (In 1973 women were 25% of the total; in 1980 they were fifty percent)

The WIAT (Women in Apprenticeship Training) program was initiated in 1980 with the objective of increasing the number of women apprentices. The program, operated by the Training and Development Branch of the Province's Department of Labour, was a first in Canada and used the services of two women apprenticeship counsellors. The program used a Co-Ordinating Committee to address issues of special supports (The province provided a $100 allowance for tools and clothing) and problems encountered by the trainees. While the program has not been actively promoted in 1982 - 83, it is expected it will be reactivated when the employment situation improves.

As of March 1983 there are 21 women apprentices and 13 women journey-persons registered in the Province.

The Women's Bureau addresses continually the issue of women in non-traditional occupations. In June 1982 the Bureau sponsored a symposium featuring twenty-two role models representing a variety of non-traditional occupations. Some 90 women attended the event.

The numbers of women training for managerial and technical positions are not easily identified. In 1981 - 82 at the Community Colleges, enrollment in the Business Administration program was 58% male, 42% female. For the same period, enrollment in the Industrial Technology programs was 94% male, 6% female and in Computer Programming 63% male, 37% female.

A special media production is being prepared by Red River Community College to use in high schools and to attract girls and young women to non-traditional courses in technology.

85. OCCUPATIONAL TRAINING FOR ADULTS PROGRAMME

We recommend that the federal government, in cooperation with the provinces, provide through the Occupational Training for Adults programs (a) training courses which will lead to a diploma for visiting homemakers for emergency assistance, the planning of which will be in conjunction with local welfare agencies, and (b) training courses leading to a diploma for household workers other than visiting homemakers. (paragraph 148)

Comments: Implemented

The Community Colleges Division offers a training program directed towards the certification of workers providing home and health care in health care institutions, personal care homes, social agencies (eg. Family Services) and also in private homes. The program has a series of learning packages which include core subjects and modules on specific subjects such as budgeting, home management, use of equipment, sanitation, etc. The courses are offered on a group basis at a work site or at the College's evening school. Canada Employment Centre is able to purchase seats for immigrant homemakers who have the opportunity to upgrade their homemaking skills and knowledge, or to commence studies leading towards qualification for a different occupation.

86. RETRAINING AND REHABILITATION

We recommend that women be given the same opportunity as men to participate in any programmes at present or in the future, that are sponsored by government for the retraining and rehabilitation of rural people, such as those begun under the Agricultural and Rural Development Act (ARDA). (paragraph 169)

Comments: Partially Implemented

The particular programs formerly available under ARDA are not currently functioning in the Department of Agriculture. However, the Department's Extension programs are encouraging women to attend workshops on Farm Management, for example, and with some success. The Home Economics Directorate has broadened its program base and carries out its programs under three departments; Health, Agriculture and Community Services and Corrections. It is addressing the special needs of rural women beyond their traditional homemaking role. It uses the resources of The Women's Bureau to assist with such initiatives. Each Community College offers on an evening or part-time basis extension programs in many parts of the province; these enable rural women to upgrade their basic education and to commence studies towards a number of certificate or diploma programs.

87. EDUCATION IN RURAL AREAS

We recommend that the provinces and territories take appropriate action to study the current eductional needs and interests of women in rural areas and, in consultation with local people, introduce more adequate programmes, ensuring that they are available to women. (paragraph 171)

Comments: Partially Implemented

While a study of the current educational needs and interests of women in rural areas has not been done on a formal, structured basis, substantial staff support has been given to local program initiatives. Two examples are: Brandon office of The Women's Bureau responds regularly to requests for women's programs throughout Westman, while staff of The Women's Bureau resourced a weekend workshop in The Pas. As indicated in Number 86 the Community Colleges offer extension programs for credit as do the Inter-Universities North. Brandon University is the headquarters for BUNTEP, a program to train native teachers. New Careers, a Provincial program has been in operation since the early 70's and is a two year program of education and experience in some specific occupation (an average 50% of the students are women).

The Manitoba Advisory Council on The Status of Women, together with The Women's Bureau, are concerned about the unmet educational needs and interests of women in the rural areas and will be addressing the problem and its solution in the coming year. The recent study on farm women, commissioned by The National Farmers' Union, "The Employment Practices of Farm Women", is a useful reference. The need for co-ordination of services to women has to be investigated. In this period of reprioritization and fiscal restraint, more flexibility in the use of resources and creative approaches to program planning have to be a major importance. The Department of Labour and Employment Services has initiated a planning process to improve policy development and management processes in the coming year. In her opening remarks for the 1985 - 86 Spending Estimates the Minister of Labour and Employment Services noted that this planning process will help to assess future needs and develop more effective services.

ACKNOWLEDGEMENTS

We would like to acknowledge the contributions of the following people towards this brief:

Agnes Calliste

Joan Eliesen

Roberta Ellis

Lilian McIlwain

Pauline Russell

POOR

QUALITY

ORIGINAL